

Connections

Events Calendar

MAY 2020

MAY 10, 2020
MOTHER'S DAY

MAY 25, 2020
MEMORIAL DAY

AUGUST 28 - 29, 2020
BPW IOWA ANNUAL CONF
DES MOINES, IOWA

WHAT'S INSIDE:

- Primary Election Absentee Ballots
- T Shirt Sales
- Iowa BPW Foundation Scholarships
- Atlantic BPW 85th Anniversary
- Women's Health Week
- Waterloo BPW 100th Anniversary
- Flora Belle Marsh BPW Anniversary
- Iowa BPW Foundation Fundraising
- New Contact Info?
- Quotes from Empowered Women
- The More Things Change, The More They Stay the Same

WILL COVID - 19 INTENSIFY GENDER INEQUALITIES?



In the March issue of the Atlantic, the author sighted examples of recent pandemics (Ebola, Zika, SARS, swine flu and bird flu) and their impact on women's equality issues. Numerous sources have reported that these pandemics "had deep, long-lasting effects on gender equality" in the areas most affected.

We know that 14% of U S women (as reported by Fortune magazine) considered leaving their jobs when learning of the impending threat of the virus. By some estimates, women traditionally do three times as much unpaid caregiving as men. Women face increasing family demands and the threat of loss of income created by the coronavirus crisis.

The danger now is that these long-established inequitable care demands are likely to have dramatic effects including major interruptions in women's career achievement and less time and energy for political engagement. This could contribute to fewer qualified and willing women political candidates in the future.

Women are on the front lines of this pandemic. They work in two-thirds of the minimum wage jobs, putting them at increased risk of unemployment (in the retail and hospitality industries) and illness (in essential jobs like health care workers and grocery cashiers).

What does this mean for us as BPW women? Our mission is to empower women through education, awareness and advocacy. As the 19th Amendment Commemoration Committee theme states our equal rights have been "HARD WON. The status today? NOT DONE."

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If this pandemic heightens gender inequities, we must speak out! Let's **watch for social** (health, safety, discriminatory practices) **or economic** (equal pay, job security, opportunity) **equity concerns**.

Awareness and action are key. Our collective voices are powerful. As Celina states in her article this month (see page 7), "Our communities need you, our organizations need you, and BPW needs you!"

If you note inequities, call on BPW members for creative problem solving and support. Together, we'll keep our forward momentum going.

Stay positive, stay strong! We will get through this together.

Cathy

Cathy Hines

Cathyh2032@msn.com

It's Spring - T Shirt Weather!

There are six T Shirts remaining for sale:

The shirts are sapphire blue and the BPW Iowa logo appears on the front left chest. The quotation on the back reads: "A strong woman stands up for herself. A stronger woman stands up for others."

| | | |
|---|-----|---------|
| 1 | Med | \$18.95 |
| 2 | XL | \$18.95 |
| 1 | 2XL | \$21.45 |
| 2 | 3XL | \$22.70 |



First come, first serve basis! Contact Cathy Hines, cathyh2032@msn.com or 319 235-6655 to purchase.

Primary Election Absentee Voting

By now, all Iowans who are registered voters, should have received an automatic mailing of absentee ballot requests. If you prefer not entering your personal info on a postcard open for others to easily view, here's a link to a [request form](#) you may complete and mail. If you already requested a ballot, do not submit a duplicate request.

Ballot requests must be received by the county auditor by May 22 at 5 pm. You **MUST** be registered as democrat or republican to receive a primary ballot.

Once you receive your ballot, complete the ballot, fold in half & insert into secrecy envelope. Put the secrecy envelope containing ballot, into affidavit envelope. SIGN the return envelope. If you don't sign, or if envelope appears tampered with, it will be considered incomplete and contact you to correct this.

Mail your ballot by June 1. Primaries are on June 2. If you prefer to vote in person, you certainly may. Remember to check your voting location, as several precincts are combining to reduce election workers & locations, due to COVID 19.

Either way, absentee voting or in person, go VOTE! VOTE! VOTE!

Cindy Paulsen
Women's Issues/ Legislation

Iowa Business and Professional Women's
Foundation, Inc.



2020 EDUCATIONAL SCHOLARSHIP RECIPIENTS

- Joshua Osborn, Burlington, Buena Vista University
- Tawni Hanson, Estherville, Buena Vista University
- Dawn Roberts, Marcus, Buena Vista University
- Emma Knoop, Clutier, Allen College
- Tracy Raisch, Iowa Falls, Ellsworth Community College

Congratulations to each! We hope to see you in August.

WILL SCHOLARSHIPS CONTINUE?

Iowa Business and Professional Women Foundation has given away at least five scholarships each year to deserving women (and a few men) who have been out of high school at least five years. Otherwise known as non-traditional students. These deserving people have improved their lives, and, in turn, improved the lives of others they have touched.

In 2020, we were able to again give five \$1000 scholarships. As we look at our bank balance, we find that we cannot promise to do this in 2021 UNLESS we receive additional funding. We are budgeting for three \$1000 scholarships, with the caveat that we can add two additional scholarships once we have the funding.

Our annual conference is usually a great source of donations, although with fewer numbers attending, this has been slowly diminishing. We are looking for more year around support, and welcome whatever anyone can donate. We are a 501c3, which means donations are tax deductible. If you order from Amazon, be sure to designate Iowa BPW Foundation as your desired nonprofit to receive a portion of the sales. One needs to use the AmazonSmiles feature and scroll through nonprofits to find Iowa Business and Professional Women Foundation.

We appreciate individual gifts and gifts from local organizations. Donations may be mailed to Charla Schmid; 1890 215th St; Red Oak, IA 51566-6013.

85 Years



Atlantic BPW

Atlantic BPW was formed in 1935 — 16 years after for formation of the National Federation and 15 years after the formation of the state federation (BPW Iowa).

In the 40's, a \$100 scholarship was given to a high school girl. This was to encourage girls to stay in school and finish their education. Many were leaving school to go to work, while the boys were enlisting into the arm forces. The scholarship award increased in amount, and then granted to non-traditional students, as it is now.

There have been many fund raisers, including candy sales, dress sales, chili cook-off, progressive dinners, rummage sales, garage sales and in 1970, our now famous Fall Craft Show! In 1990 we added the Spring Craft Show.

Business and Professional Women continue to support women's issues, such as pay equity, health issues, education opportunities, and workplace issues. Atlantic BPW is most pleased to be a part of this organization for these 85 years!

WOMEN'S HEALTH WEEK

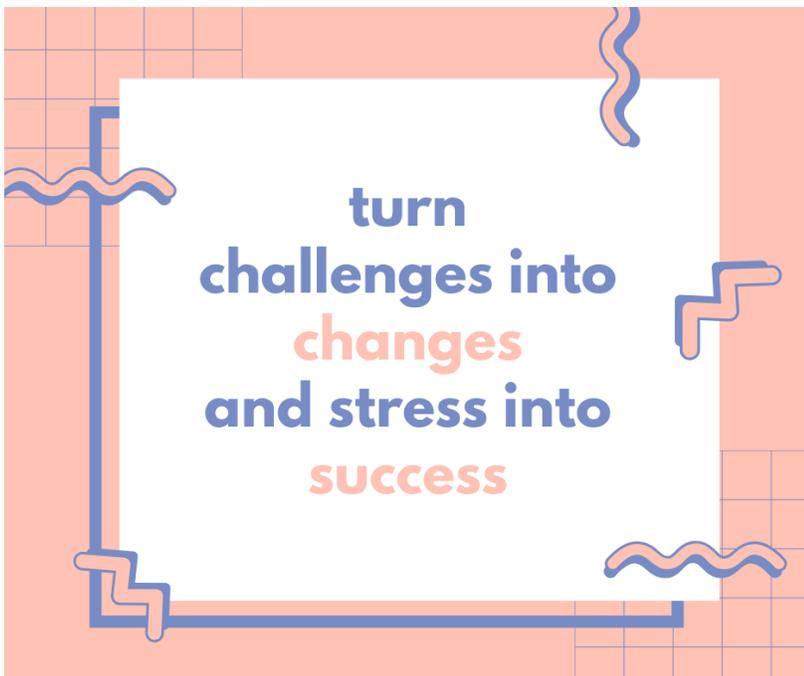
It is no coincidence that Women's Health Week begins on Mother's Day, which is May 10th, 2020. Health Week started in 2000 and honors the women who hold the world together. Also fitting is the fact that Mental Health Month is in May!

Remember to honor your mother on May 10th, either with a white carnation corsage if your mother has died, or a pink carnation corsage if mom is still living, and certainly a phone call to say, "I love you." With social distancing, a phone call would make her day! Mom will say to wash your hands/ sanitize often, avoid touching your face, stay home, and wear a mask if you must leave your house.

Women's health is on the front burner now with COVID 19, which shows no favorites among victims. Iowa numbers are nearing 9,000 with 175 deaths as of May 1, 2020, and 353 hospitalized currently, with no available stats on women specifics.

Women are busy keeping families healthy, and sometimes we forget about our own health. Please, BPW members, now is the time to stay safe and take care of ourselves!

Cindy Paulsen
Women's Issues



Waterloo Business and Professional Women

Waterloo BPW recently celebrated their 100th Anniversary. The organization's constitution was adopted and Mrs. W. D. (Mamie) Ives was elected President on May 3, 1920.

The Waterloo organization had several other "firsts" including Mrs. Ives of Waterloo elected the first President of the Iowa Federation of Business and Professional Women (BPW Iowa). Waterloo BPW hosted an evening radio program about club activities and objectives, and they were the first BPW organization in the United States to incorporate an Educational Loan & Trust Fund (1927).

The State Federation honored Waterloo, the oldest club in the state, by filing the Articles of Incorporation and Bylaws in Black Hawk County (May 14, 1924) thus establishing their headquarters in Waterloo.

The planned 100th Anniversary Celebration at Snowden House, Waterloo has been postponed until the fall due to the pandemic.

Creating a Human Revolution at Work

Dr. Celina Peerman discusses the importance of creating a human revolution at work. She emphasizes the need to move from the information age to the human age and to understand why humans, technology and artificial intelligence (AI) are all needed in the workplace of tomorrow.

In this new age, we all must “show up” and have accountability. Accountability in the workplace means that employees at every level are responsible for their actions, behaviors, performance, and decisions.

View the TEDx video at <https://www.youtube.com/watch?v=wANQaB4ybtw&t=649s>



Iowa Business and Professional Women’s Foundation, Inc.



Help Fund Next Year’s Scholarships while Honoring Someone Special

Women need our help more than ever now — who knows what the impact of the COVID-19 will be?

To keep women on their path to graduation and financial stability, could you consider donating now for next year’s scholarships by honoring and showing how much you care for a special woman in your life for Mother’s Day? It could be your mother, sister, daughter, BPW mentor, or a past Trailblaz-Hers like Carrie Chapman Catt.

If you are able to do so, additionally acknowledge your living honoree with the following message: *“Happy Mother’s Day! I have made a gift in your honor to the Iowa BPW Foundation scholarship fund. This gift honors you for all you mean to me!”*

Mail your donation payable to Iowa Business and Professional Women Foundation c/o Charla Schmid, 1890 215th St., Red Oak, IA 51566-6013 — Please note who you are honoring!

Is your contact information up to date?

If you’ve had a change in email address or any of your contact info, please inform your LO treasurer so that an updated membership form can be completed and forwarded to BPW Iowa treasurer, Kristie Konz.

Members At Large (MAL) may email changes to Kristie directly at wkkonz51@hotmail.com.

QUOTES FROM EMPOWERED WOMEN

You gain strength, courage and confidence by every experience in which you really stop to look fear in the face. You are able to say to yourself, *"I lived through this horror. I can take the next thing that comes along."* (quote by Eleanor Roosevelt)

This quote addresses fear — a life's passion for me. Fear is the one and only thing that can stop us dead in our tracks toward progress. Examine those things in your life you see as obstacles. Examine them deeply. You will find that behind each of them is a fear.

Fear is not a 'thing. Fear is a 'feeling...and we have power over our feelings. Therefore, we have total power over fear, as well. A man facing us with a gun pointed toward our chest is a reason for fear. So some fears do make sense. But in terms of the progress toward your life's goals, face your fears square in the eye...recognize them for what they are and walk right through them.

"It takes as much energy to wish as it does to plan." (quote by Eleanor Roosevelt) We can wish our life away.. but if we use that energy wisely in planning rather than wishing... beautiful things can happen!

"What doesn't kill us makes us stronger." - Author unknown

"You don't know what you don't know." - Author unknown

These two quotes I have lived by since 1997. I could go on and on about the things that happened between 1997 and 2001 and you might wonder how I made it through them emotionally, and you might wonder why I bothered to stick around to find out what came next. I wonder it myself as I look back. It was five years of Hell and darkness. There weren't many reasons to smile. And yet, what sense of humor I held onto got me through it all. Without it I would have lost the battle and I was ready to give up twice.

Think hard about the second quote. The harder you concentrate on it, the more you will see it is so very true. And living life in that cognizance can open up doors and possibilities that you cannot even begin to imagine. Without the awful things I could not truly enjoy the sheer magic and joy in my life now.

Embrace these life's lessons and strive to become a better person because of them. They are there for a reason and can serve you very well. Utilizing those lessons and facing fears head on can allow you to make all of your dreams come true.

— Cindy Gleason, Waterloo

Reprinted from EMPOWERING WOMEN 2008

THE MORE THINGS CHANGE,
THE MORE THEY STAY THE SAME

Picture Mr. Darcy and all such characters representing the era of “Pride and Prejudice” eagerly anticipating a letter from a family member or love one across the country. It would not be too hard, and often noted in our cinematic documentation, a well-dressed English noble reading a beautiful penned letter that starts with a sentiment like, “My dearest, it is my heartfelt hope and desire that is this letter finds you and your family well.”

Today, I write the same. My hope is this newsletter, sent via email, through cables and satellites, across cities and fields, from our offices to wherever you are, finds you and your family well.

How different life is today than it was even eight weeks ago: our health concerns, our expectations, our routines and patterns, our worries and dilemmas, our work and our teams.

And yet, we have heard the phrase for years, “THE MORE THINGS CHANGE, THE MORE THEY STAY THE SAME.”

While our world seemed to turn upside down nearly simultaneously, it is important to remember this: even with significant disruption in change, there are always things that do not change.

Eight weeks ago I would have said something like the following in a keynote or group training, “Even with the relentless pace and change in your teams and your businesses, even with all the change you have been through, there are things – today, right now, in your business that have not change – you commitment to your customer, to your patient, or your student. Your commitment to excellence, quality, safety, and whatever values you espouse as a company...”

While things have changed, look around you. What has not changed? Your commitment as a leader. Your commitment as a professional, as a team member, as a community supporter, as an advocate for others, as a mentor...

In a past conversation with a client, an exhausted hospital social worker, who had explained to me that they had been reorganized, moved, shifted responsibilities, had a new leader again. She asked me a question. “Do you know the phrase waiting for the other shoe to drop?” I recognized it as the saying used to describe what we might feel as an impending doom or that deep-down pit in our stomach that something else is about to happen. I affirmed her question and she responded. “I think we are on our 7th shoe this month.”

Much of February, March and April 2020 have been much like waiting for the “other shoe” to drop. Waiting and wondering. Sometimes feeling those “shoes” drop every hour, not just daily or weekly.

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THE MORE THINGS CHANGE, THE MORE THEY STAY THE SAME (CONT.)

As we begin May, there are some things we know that have not changed.

We need you. We need your voice, your vision, and your perseverance.

We need you to lead, serve, model, and carry us into what is next.

We need you as caretakers to also rest, reserve, reflect, and learn.

We need you.

Our communities need you, our organizations need you, and BPW needs you!

While things have changed, much has stayed the same. We wish you health. We wish you enough – enough of whatever it is that you need. We wish you challenges and opportunity to grow professionally. We wish you opportunity to use your voice in your community and in our state.

And we stand together, no matter how many “shoes” will drop, big or little, because that is the beautiful-amazing-unexpected-best-part ever of a pandemic — the highest recognition of them all — that we need each other even more.

Stay focused, stay well and stay leading. Things will continue to change and yet, stay the same.

With love from Waverly with my husband, two restless teenage daughters, and a very needy dog,

Celina

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